

THE AFTERBURN

147 Fighter Wing, Ellington Field, 14657 Sneider St., Houston, Texas 77034-5586

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One Year



The Afterburner

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IN THIS ISSUE

Upcoming Wing Activities

1st Air Force News

Command Chief

Announcements

Chaplains Corner

Promotions and Awards

Recruiting

Human Resource Advisor

Communication Corner

Vehicle Control

MEO

Family Day Announcements

Position Announcement

Safety Minute

Texas Military History-

Schedule of Events



Upcoming Wing Activities

<u>Activity</u>	<u>Date</u>	<u>Place</u>
147FW Family Day	7 Sep 2002	Stevenson Park
Attack Response Exercise	5 Oct 2002	Ellington Field
Wings over Houston Air Show	26-27 Oct 02	Ellington Field
ANG Leadership Symposium	4 - 7 Nov 02	Downtown Houston
Warrior Day	November UTA	Ellington Field

UTA Dates 2002

07-08 Sept

05-06 Oct 02-03 Nov 07 Dec-08 Dec

September Meal

Saturday

Main Line :

No service due to Family Day

Sunday

Main Line:

BBQ Spare RIBS

Baked Cod Florentine

Rice

Baked Beans

Mixed Vegetables

Cornbread

Assorted Beverages, Salad, and Desserts

1st Air Force News

McKinley takes command of First Air Force/CONR

TYNDALL AIR FORCE BASE, Fla. - Maj. Gen. Craig R. McKinley assumed command of the Air Force organization responsible for the air defense of the United States in a ceremony here today. McKinley, a native Floridian, accepted command from retiring Maj. Gen. Larry K. Arnold.

First Air Force, also known as the Continental U.S. NORAD Region or CONR, played a crucial role in securing U.S. airspace on Sept. 11. CONR is the lead organization for the command and control of Operation Noble Eagle.

Senior military officers from across the United States and Canada converged on Tyndall Air Force Base to witness McKinley assume command.

"Nothing is more important for a government to do than provide safety and security and improve quality of life for our citizens," said General Ralph E. Eberhart, commander of the North American Aerospace Defense Command, who presided over the ceremony.

"The key is to be prepared and proactive."

"Because of the cooperation between military and civilian authorities, CONR was able to react quickly on Sept. 11," said McKinley.

"We will continue that teamwork and train daily to meet our nation's requirements for rapid response to any threat to our air sovereignty. So when we're called upon, we'll be ready to act - and act fast.

"I want to be very accessible," said McKinley. "I think the American public deserves it and I think Bay County deserves to know what 1st Air Force and CONR are doing. We will take every opportunity to be good neighbors and continue to be a positive force in the community."

The ceremony was also presided over by Gen. Hal. M. Hornburg, commander of the Air Combat Command.

For more information, please contact Maj. Don Arias in the 1st Air Force public affairs office at (850) 283-8657.

Command Chief

By CMSgt Robert M. Anderson
Command Chief Master Sergeant
281-929-2227

September 11, 2001

There are some events that shake your world. I remember what I was doing when John Kennedy was shot. I remember where I was on 911.

In some ways, it is difficult to realize it has been almost a year. In other ways, it is difficult to realize it has only been a year. It seems like yesterday, and it seems we have been in the war a lot longer than just one year.

September 11 was officially designed as "Patriot Day" by Public Law 107-89 enacted December 18, 2001. Eventually, it will become a holiday full of parades, firecrackers, picnics and family get togethers. It will be like all of our holidays in a few years, but the first few will be days of remembrance.

But this will be the first Patriot Day; don't confuse it with Patriot's Day. That honors the Battle of Lexington and the "Shot heard round the world."

This September 11, spend a moment in silence. Hug a loved one. Salute the flag. Thank God, by whatever name you call your higher power, that we live in this country. There is a commercial I saw in D.C. recently. Paraphrased it reads something like "On September 11, 2001, terrorist thought they would change America forever - they were right (there is a row of houses seen all flying the flag)."

Long after the flags came down, long after the tattered ones stopped flying. Long after it was in the forefront of the evening news, members of the 147th continue to serve.

I had the honor of being in the Pentagon for the six-month anniversary of 911. The repairs are scheduled to be completed in time for the remembrance. As you remember the World Trade Center, United Airlines Flights 175 and 93, and American Airlines Flights 11 and 77, remember the other patriots involved in 911. There are Cops and Firefighters that protect us three hundred and sixty-five days a year and at least 911 reminded us of that.

Remember our G.I. brothers and sisters around the world that protect freedom everyday. Remember what you have done since 911. Remember those service members that since 911 have paid the ultimate price to help save this country from its enemies.

Chaplains Corner

By Chaplain Praytor
Ext. 2536

When Time Stands Still

Some events in human history impact us so greatly, that we will forever remember the circumstance surrounding where we were when we heard the news. Although I was only six years old, I remember sitting in my living room watching my family's black and white TV on November 22, 1963, at 12:30 p.m., moments after President Kennedy's assassination.

I was watching as Christa McAuliffe began her journey to be the first teacher in space, only to have it end so abruptly and tragically at 10:30 a.m. on January 28, 1986, when the space shuttle Challenger exploded before our very eyes.

Nor will I ever forget picking up my recently laundered BDUs from the dry cleaners and hearing the voice of Bryant Gumble on my truck's radio report the North Tower of the World Trade Center had been struck by an airplane. I rushed one block home to witness only moments later the second plane crash into the South Tower.

Those images are forever embedded in my memory. If you are old enough, you no doubt remember exactly where you were and what you were doing when you first heard the news of each of these events. It is as if time stood still.

For the majority of us, time continues on. And with the passing of each new day, we have a tendency to forget. Although we may forever remember the event, we also forget. We forget the sense of being totally overwhelmed when we receive the news of a tragedy that changes history forever.

During the Awards Ceremony on Sunday, September 8, 2002, we will have a brief memorial for the victims of September 11, 2001. Please join us as we remember when time stood still.

ANNOUNCEMENTS

147th Fighter Wing Family Day

Don't forget Family Day is this coming UTA and we can't wait to see all the families! Everything is ready and a wonderful afternoon is planned for both children and adults. A delicious meal, great music, games and fun await everyone who has helped support our nation this past year.

The hard work and dedication of not only unit members, but of their families who have supported them as well, have not gone unnoticed. Come and celebrate the 147th FW family and honor our troops around the country. We have a beautiful Sep 11th anniversary dedication ceremony scheduled and plenty of events to enjoy.

Several organizations throughout the unit and the surrounding community have come together to help make this event possible, so be sure to thank them when you get a chance. There will be a Family Day flyer passed out as everyone arrives at the park and a list of sponsors and schedule of events will be included. Please come and enjoy yourselves and thank you again for supporting the 147th Fighter Wing.

Honor Guard Position Announcement

The Honor Guard is currently looking for motivated individuals who are interested in working as full time ceremonial guardsmen. The Honor Guard has three MPA positions available at the present time. Interested applicants should submit their resumes to Captain Werbiski and MSgt Braswell. If you desire additional information about these two positions, please call 281-929-2313.

Veterans Affairs Benefits Briefing

Due to the schedule of events for September 2002 UTA, the Veterans Benefits briefing will be rescheduled. When new dates and times are confirmed, a notice will be made by e-mail and Afterburner.

Musician Needed!!!

The Chapel section is looking for someone to help lead music during the Protestant service on Sunday morning of drill weekend. The service is immediately after the Awards Ceremony and is held in the Auditorium of building 1057. If you can sing or play the piano or can offer any musical leadership, we would love to have you.

Please call Chaplain Miller at 2536; Chaplain Coe at 2997 or Chaplain Praytor at 2956.

Exercise and Dietary Education

On Sunday UTAs at 10:30 there will be a meeting for this program in the cafeteria Bldg 1377 for one hour. Resources, referencing exercises and dietary awareness with a question and answer session will be conducted. SrA Edward Valdez will be the new Health Promotion Manager and can be contacted at 2589. The web site for scientifically based exercise and dietary information/education www.cooperinst.org

Honor Guard practice will be held every Saturday of UTA, (unless otherwise notified), between 1500 and 1700 in the Hangar, Room 112.

Please contact MSgt Danny Braswell at 281-929-2313 or cell 832-309-8318 for information.

Personnel will be lodged at the Hampton Inn from Apr 02 through Sep 02.

For more information please call SMSgt. Priscilla Malone X2410.

CDC AND PME TESTING

Customer Service Is Our Business

The 147th Mission Support Flight will have two test periods available to members wishing to take CDC or PME tests during August and October 2002 UTAs. Test periods will be Saturday UTA from 0800, and Sunday UTA from 1230 in the MSF testing room located in room 110. Please arrive not later than 0745 Saturday or 1215 Sunday to test.

Testing is also available during the duty week each Wednesday at 1300. Beginning in August 2002, testing will also be available the Friday prior to UTA at 1300. Please arrive not later than 1245 prior to Wednesday and Friday test times.

Catholic Services are at 1030 hrs in the Conference Room on the Second Floor of 1057.
Protestant Services are at 1000 Hrs in the Auditorium in Bldg. 1057 following the Awards Ceremony.
Counseling and other religious observance needs

ANNOUNCEMENTS Continued

FAMILY READINESS NEWS

The 147th Family Readiness Office serves the families of the 147th Fighter Wing. The office will be open to serve you during all UTA weekends. We are located on the second floor of the HQ's building (1057) in Room 239. Over the past months, many of your family members have stepped forward and volunteered to help run this program, however we are looking for more volunteers to make phone calls, help with events, or assist in office work. Whatever your talents are, we have a place for you. Please stop by our office and give us the chance to actively integrate your family into our Air National Guard Family. Our office hours on UTA's are 8:00-2:00 on Saturday and 8:00 -3:00 on Sunday. We can be reached at ext 2056. After duty hours or during the week, you can page us @ 713-604-1198 or by email chiefmrs1@aol.com. Come by and see what we are all about.

WE NEED YOUR HELP. TO VOLUNTEER, PLEASE PAGE ANDI WINDSOR @713-604-1198

Andi Windsor
147th FRG Chairperson



Below are the standings of the 147FW Golf League as of 30 July 2002.
For more information contact Capt Leslie at x2861

MXS2	2	0
SPT GP	2	0
MXS1	1	1
CRF	1	1
LG	1	1
LSF1	1	1
AGS1	1	1
CE2	1	1
MXS3	1	1
Weapons	1	1
LS	1	1
CE1	1	1
AGS2	0	2
LSF	0	2

Enlisted Vacancy Announcement For Texas Air National Guard

POSITION TITLE: Education and Training AFSC: 3S271

OPENING DATE: 3 August 2002

CLOSING DATE: 8 September 2002

GRADE: E8/Senior Master Sergeant

SELECTING OFFICIAL: Maj Sullenger

UNIT/LOCATION: 147 MSF, Position#: 0165425C Houston, Texas

THIS IS AN ANNOUNCEMENT FOR AN AIR NATIONAL GUARD MILITARY POSITION AND NOT AN ANNOUNCEMENT OF FULL TIME EMPLOYMENT OPPORTUNITY

HOW TO APPLY : Applicant must submit a personnel records review rip, resume, cover letter, and a physical.

BASIC ELIGIBILITY REQUIREMENTS: - Experience in managing education or training programs. Must be an E7/MSgt eligible for promotion to E8/SMSgt or currently an E8/SMSgt.

SUBMIT APPLICATIONS TO: MSGT FRANK, 147 MSF/DPMR, 14657 Sneider St., Houston, TX 77034-5586

To obtain application information please call 713-929-2525; 800-841-5648 X2525 or DSN 454-2525.

ALL APPLICANTS MUST SUBMIT TWO COPIES OF THE APPLICATION PACKAGE (Orig and copy)

APPOINTMENTS WILL BE MADE WITHOUT REGARD TO RACE, RELIGION, COLOR OR SEX,

POLITICAL AFFILIATION, KINSHIP, OR OTHER NON-MERIT FACTORS.

(SEE AF MANUAL AFMAN 36-2108 FOR SPECIALTY/MANDATORY QUALIFICATIONS)

Promotions and Awards

UNIT/NAME**PROMOTED TO:****147 FW**

Thomas Kirby

Senior Airman

147 OSF

BRET FORD L. BROGOITTI

FIRST LIEUTENANT

111 FS

MARK T. YOUENS

FIRST LIEUTENANT

LOUIS A. DAVENPORT

FIRST LIEUTENANT

147 LS

MICHAEL J. BARSTOW

SENIOR MASTER SERGEANT

111 WEA

MICHAEL H. MATTHEWS

STAFF SERGEANT

147 AGS

THOMAS T. BALL, JR.

AIRMAN FIRST CLASS

KEVIN J. TOWNSEND

AIRMAN FIRST CLASS

NATHAN B. PARNELL

AIRMAN FIRST CLASS

DANNY W. HAYS

STAFF SERGEANT

DANIEL R. JOHNSTON

STAFF SERGEANT

UNIT/NAME**PROMOTED TO:****147 MXS**

CHARLES R. ROGERS

STAFF SERGEANT

ANDRES R. SMALLEY

MASTER SERGEANT

147 MDS

BILLY J. ENOCHS

SENIOR AIRMAN

BRIAN K. KINKADE

TECHNICAL SERGEANT

147 MSF

LAPORSCH D. LEWIS

SENIOR AIRMAN

147 LG

LOUIS R. SANTIAGO

TECHNICAL SERGEANT

272 EIS

HARVEY L. HARTMAN, JR.

MASTER SERGEANT

273 EIS

JAMES T. HALBERT, JR.

SENIOR MASTER SERGEANT

THE FOLLOWING NAMED AIRMEN AND OFFICERS, ORGANIZATION INDICATED THIS STATION ARE AWARDED THE AWARD INDICATED FOR SERVICE TO THE TEXAS AIR NATIONAL GUARD AND THE UNITED STATES AIR FORCE.

MERITORIOUS SERVICE MEDAL

MSG SHELLEY M. DIAL

AIR FORCE COMMENDATION MEDAL

2LT PAUL J. HYDO

MSG RICHARD M. REYNOLDS

TSG LAURISE V. CARROLL, JR.

TSG DAVID L. WILLIAMS

SSG ELDRIDGE L. MANLEY, JR.

SSG MICHAEL A. MODICA

AIR FORCE ACHIEVEMENT MEDAL

MSG MICHAEL J. BARSTOW

SSG BARBARA G. HAUGHT

SRA JEREMY MESSER

ARMY ACHIEVEMENT MEDAL

TSG RAMSEY S. HAMMAD

TEXAS MEDAL OF MERIT

MSG MICHAEL J. BARSTOW

MSG RICHARD M. REYNOLDS

TSG DAVID L. WILLIAMS

SSG BARBARA G. HAUGHT

SRA JEREMY MESSER

TEXAS OUTSTANDING SERVICE MEDAL

2LT PAUL J. HYDO

MSG DANIEL L. BRASWELL

MSG SHELLEY M. DIAL

MSG LYNN E. DICKERSON

MSG MICHAEL R. KELLEY

MSG JOE W. SKELTON

MSG ANTHONY R. TURNER

TSG MARIA E. (MALI) CORNITIUS

TSG LAIRD S. (SCOTT) EASLEY

TSG JUN C. ECHIVERRI

TSG RODOLFO ROBLES, JR

TSG MARK L. TIEMAN

TSG RAMSEY S. HAMMAD

SSG ELDRIDGE L. MANLEY, JR

SSG MICHAEL A. MODICA

SRA LAURA I. ALVAREZ

Recruiting

RECRUITING

The recruiting office is at it again, enlisting more people into the 147 Fighter Wing. Please welcome these new people into our Air National Guard family. The new individuals who have not been to Basic Military Training will be attending the Student Flight on drill weekends until they complete BMT and technical training. If you are unsure if your new members should attend the Student Flight, please give the recruiting office a call at ext 2525.



THE RECRUITING REFERRAL PROGRAM

The recruiting referral program is alive and well. MSG Burns from the JAG's office referred SSG Venzant to our Air National Guard Unit. For that enlistment referral, MSG Burns received a 147 Fighter Wing sports bag. You can get one of the sports bags too, all you have to do is give one of your recruiters a name and phone number of a person, neighbor, friend, etc. so we can qualify the individual for enlistment. The referral program works like this:

- 1st Referral to Enlist - 147 FW Sports Bag
- 2nd Referral to Enlist - 147 FW Sports Watch
- 3rd Referral to Enlist - Get with one of your 147 FW Recruiters for more info.



Human Resource Advisor

SMSgt Jane Farabaugh
Human Resources Advisor
281-929-2238

This is one of the best articles I've seen explaining diversity and what it means to "mission readiness". It's not just the right thing ethically, it builds cohesiveness, teamwork, a better working environment. We gain knowledge from our differences. This Year of Diversity truly should be treated as a celebration. A celebration of the positive changes that effect how we interact with each other, thus creating a constructive work environment, which helps us accomplish the mission. We are a better organization because of our diversity, not in spite of it. When this becomes a way of life, not something we have to think about or practice, we will all be the better for it.

I hope you and your families enjoy our Family Day / Diversity Celebration at Stevenson's Park today!

Together We Succeed

DIVERSITY AND THE TRANSFORMATION OF MILITARY CULTURE

Lt Gen Russell C. Davis, Chief of National Bureau

The American military is unquestionably an institution whose corporate culture places an exceedingly high value upon uniformity. When we dress the same, talk the same, paint our vehicles the same, train to the same high standards and so forth, that is generally considered by all of us to be a good thing.

As a result, it might seem somewhat hypocritical for an organization of the armed services like the National Guard to embrace the cause of diversity and see it too as a good thing. The two concepts are almost opposites. In truth, it is not hypocrisy- it is change.

To meet the new security challenges of the 21st century, both the Army and the Air National Guard, along with their active component counterparts, are presently engaged in a broad process of transformation and modernization to better deal with new threats and leverage new technologies. Most frequently the terms "transformation" and "modernization" refer to organization and equipment. But there is also a need to transform and modernize our institutional culture as well. We need to update, not only our organization charts, vehicles and aircraft, we also need to re-look our values, behaviors and interactions with one another.

The National Guard's "Year of Diversity" is, therefore, offered as an initiative to transform and modernize the culture of the National Guard. This initiative was planned prior to the events of 11 September 2001, but it remains valid. The war on terrorism will be a new sort of war. It will demand a broad-based yet cohesive team to prosecute it successfully.

For years now the Department of Defense has set the corporate standard and made tremendous strides in creating a more fair and equitable teamwork environment through equal opportunity and affirmative action programs. We have policies prohibiting extremist group activities and harassment based upon gender or sexual orientation. The positive results of these policies and programs are now obvious and widespread. The watchword for successful implementation of these programs was "compliance." Comply with the EO and other rules and you were "good to go."

Now, however, it is time for us to go to the next step and migrate the values of fair treatment from the regulations and rulebooks into our daily interactions with each other as a conscious effort.

The National Guard is a diverse organization. We are of different religions, races and ethnicities. Some are mixed races; some are not religious at all. We come from a variety of linguistic groups. We practice different politics. We hail from every region of the country and every corner of the globe. Our differences are myriad, but this is as it should be as each represents a segment of our society. The National Guard exists in and for an even more diverse nation. America is the most diverse nation on Earth. For us to be a representative and ultimately successful American institution we need to not only recognize this diversity, but embrace and celebrate it as a good thing. We cannot allow ourselves to become isolated from the values or composition of the communities we serve.

(Continued on Page 9)

Human Resource Advisor

(continued from page 8)

The broader American civilian society is clearly moving toward an ever more positive appreciation of differences among people. Intolerance and bigotry have become quite unfashionable. Discrimination and harassment are no longer merely illegal, they have also become socially unacceptable. While we in the National Guard don't want to be far out of step with the society we serve, we don't embrace diversity merely for the sake of fashion or "political correctness." We embrace and celebrate diversity primarily because, by doing so, it strengthens teamwork, creates a more effective work environment and thereby helps us to accomplish the mission. In these times, our country needs its National Guard to be as strong as possible.

Throughout this Year of Diversity, I ask members of the National Guard to pause and consider their own thoughts, words and actions with regard to people who are somehow different from themselves. Question your own motivations. Before you make a negative assumption about someone's ability to do a job, stop and ask yourself if you are merely making that assumption based upon the person's race, ethnicity, gender or some other irrelevant factor. Before you start imposing your religious views on someone else or excluding them because of theirs, ask yourself how you would feel if you were in their place. Before you act on an impulse to taunt or harass someone for any reason, stop...just stop and think about it.

The Year of Diversity is not a 12-month EO seminar. It is a celebration. Once we check ourselves for negative thoughts and actions based on differences, then we can evolve to recognizing the actual benefits of those differences. The truth is that the National Guard is a stronger, better organization because of its diversity. Recognizing that fact and honoring it will make us even stronger and even better! That is what the Year of Diversity is all about.

With any such initiative advanced at the national level, however, there is something of a danger that it will not translate into action at the unit and individual level. All of our slogans, brochures, banners, and seminars around the Year of Diversity will mean nothing if they are not translated into real change and action. Generals can tout it; colonels can endorse it. But to be successful, the junior officers and the NCOs must take ownership in it, believe in it and make it happen at the flight, company and, yes, individual level. Indeed, every one of us from the most junior enlisted member to the Chief of the National Guard Bureau must make a commitment to internalize it, make it a part of ourselves, and ultimately to live it in practice. That is my challenge and my request to you. Make this work!

Communication Corner

Global Vigilance, Reach and Power: Information Assurance In the 21st Century

Ten ways to protect your information system

1. Know who your computer systems security officer (CSSO) is.
2. Make sure your systems are certified and accredited. Systems designated to process **classified information** must have an **emission security assessment** completed before processing is authorized.
3. Make sure passwords contain at least 8 characters, consisting of numbers and special characters, and are exclusive to each system/user.
4. Never write down or share passwords, and change them often--at least every 90 days.
5. Use a password-protected screen saver when leaving your computer unattended.
6. Always scan disks, email attachments, and downloaded files using the latest updated antiviral product and signature file.
7. Data owner is responsible for data. Know the sensitivity level of the information you are processing, the requirements for protecting it, and the security limitations of the systems used to transmit it.
8. Share information only with people and systems authorized to receive it.
9. Clear/sanitize appropriate processing and storage devices.
10. Report incidents and vulnerabilities to your CSSO.

AF Information Assurance Home Page

[**https://www.afca.scott.af.mil/ip**](https://www.afca.scott.af.mil/ip)

Vehicle Control

By MSgt Kenneth "Willie" Williams
Transportation
281-929-2242

Welcome back to school. Did ya bring an apple for the teacher? Just a quick note to remind you that the kids are back in school so watch out for those school zones, buses, and children on bicycles. This month we are going to talk about accidents, vehicle misuse and operator's responsibilities.

Accidents, sooner or later, everyone has one. Two just occurred the other day. A military vehicle's door came open and struck a civilian vehicle. The military vehicle's operator was ticketed for not having any license at all. So remember to carry both state and military driver's license and please make sure that both are current and up-to-date. The other accident happened off base. One of our vehicles was at a stop sign when it was hit from behind. There wasn't that much damage, but remember to fill out the paper work, notify the local police and contact your VCO.

Vehicle misuse. AFI 24-301 states that the use of government vehicles for personal reasons is a violation of public law. Do not use government vehicles for personal business, personal convenience or pleasure at any time. Last week it was reported that a military vehicle was used for personal business. Supposedly a local news station heard about it and came on the base investigating the incident. Come on folks, this is very dumb. The results could be suspension or being fired. Ask, is this official government business? If your answer is no or I am not sure, then DON'T DO IT! Is it worth the risk of losing your job?

Operator's duties. We have finished our annual VCO inspections. The trend so far as been that AF Forms 1800's and 1806's are not being filled out or signed; the 1800 not current(some were over a year

old); tire pressure has been low; and the vehicles need to be washed and waxed more often. This will always be an inspector write up. So let us keep those mean old inspectors happy by doing your duties. Besides, by checking, you can catch small problems before they become big problems. If you are not sure about this, give us a call or come by and we can help you maintain your vehicles.

Another problem we are having is off-base fuel tickets. Each vehicle and each fuel purchase goes on a separate ticket regardless of how many vehicles are with you. Also to enable us to pay the bill, the following information MUST BE on the ticket. Vehicle registration number, vehicle mileage, type of fuel, number of gallons, price per gallon, and total cost. Lastly, we need your name, grade, and organization on the ticket as well. In case you forget, there is a card with the credit card that will remind you.

One last thing, the base is still having a problem with driver's licenses. If your government driver's license has indefinite on IT IS NOT VALID ANYMORE! If your state driver's license has expired in the last year, YOU NEED TO UPDATE IT! When you come by, please make sure that you know your new duty AFSC, phone extension, and office symbol.

Remember that Labor Day is fast approaching. The kids will be out and about for one last summer fling. Also the drunk drivers will be out trying to drive. So please be careful this holiday. Besides you wouldn't want to miss the best holiday of the year next month, do ya? How often can we legally dress and act like fools and get away with it?

So until next month, be careful out there and don't let those hobgoblins, ghosts or the wicked witch of the west get ya!!!!



MEO

By Maj David Blackburn

Chief of MEO

This is the second part of sharing with you the results of the survey conducted a few months ago.

The *Military Equal Opportunity Climate Survey* (MEOCS) is a confidential, command-requested or organization development survey focusing on issues of equal opportunity and organizational effectiveness. The MEOCS program is administered by the Defense Equal Opportunity Management Institute (DEOMI) as an aid to commanders from all Services in improving their equal opportunity and organizational climates. The survey is administered only by request of the wing commander, and feedback concerning results is provided only to the requesting commander. This affords the commander a confidential assessment that may be used as the starting point for a proactive organizational improvement program. In addition, data from individual units are stripped of unit identification and added to a cumulative database maintained at DEOMI.

WHAT THE MEOCS MEASURES

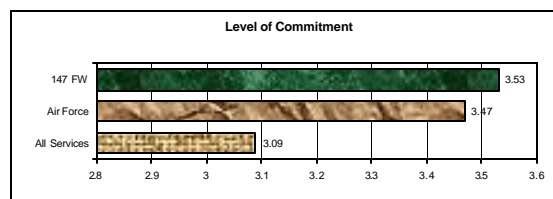
On the MEOCS there are 100 items dealing with EO and organizational effectiveness (OE) issues. Through a statistical technique known as factor analysis, items that measure the same perceptual domain are combined into scales. In all, the MEOCS measures nine EO and three OE factors. These are all measured on a **five-point** scale. The scale anchors (the words associated with each number on the scale) vary; however for all scales, **the higher the score the more favorable the climate.**



Last month we examined the first five factors. The following is a brief description of the next 7 factor scales:

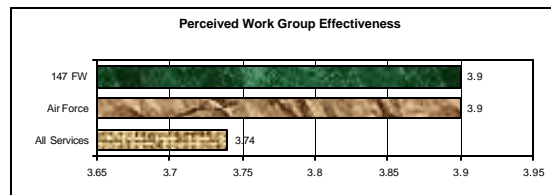
Factors 6-12 focus on perceptions of EO behaviors *within the respondent's wing*.

6. Commitment. Measures commitment to the organization. A higher score means the respondent identifies with the organization to which he or she is assigned and would like to remain in that organization. Statements reflecting commitment are rated on the following scale:



The 147 FW score of **3.53** implies a *some-what positive rating* of the level of commitment among 147 FW personnel. This score compares to 3.09 for all services and 3.47 for the Air Force.

7. Perceived Work Group Effectiveness. This factor reflects the degree to which the respondent's unit is perceived to be productive and effective in accomplishing its mission. It is measured in the same way as factor 6.



The 147 FW score of **3.90** implies a *fairly positive rating* of the level of commitment among 147 FW personnel. This score compares to 3.74 for all services and 3.90 for the Air Force.

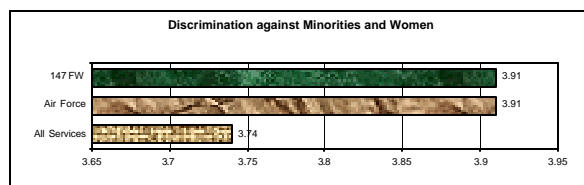
MEO Continued

8. Job Satisfaction. Indicates the degree of satisfaction the respondent has with his or her current job. It is measured on the following scale:



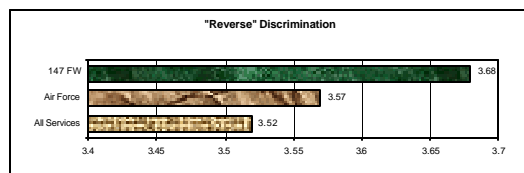
The 147 FW score of **3.92** implies 147 FW personnel are *moderately satisfied* with their jobs. This score compares to 3.59 for all services and 3.76 for the Air Force.

9. Discrimination against Minorities and Women. In general, how much are minorities and women discriminated against? A number of statements reflecting varied views are rated on the following scale.



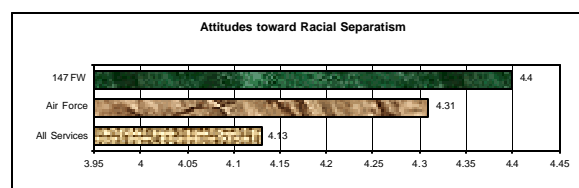
The 147 FW score of **3.91** implies a fairly positive rating in terms of feelings about discrimination among 147 FW personnel. This score compares to 3.74 for all services and 3.91 for the Air Force.

10. "Reverse" Discrimination (II). Similar to the concept measured in factor 5, but relating more generally to the Service and the general environment and not just the particular unit of assignment. The same scale is used as for factor 9.



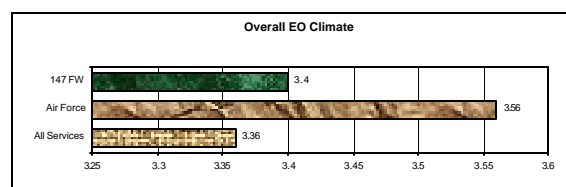
The 147 FW score of **3.68** implies a *somewhat positive rating* in terms of feelings about "reverse" discrimination among 147 FW personnel. This score compares to 3.52 for all services and 3.57 for the Air Force.

11. Attitudes toward Racial Separatism. This factor measures how much respondents believe the races should remain separate. It uses the same scale as factor 9.



The 147 FW score of **4.40** implies a *very positive rating* about racial/gender separatism among 147 FW personnel. This score compares to 4.13 for all services and 4.31 for the Air Force.

12. Overall EO Climate. This is a global measure of how the respondent views EO within the unit of assignment.



The 147 FW score of **3.40** implies an *above average rating* concerning the overall human relations climate among 147 FW personnel. This score compares to 3.36 for all services and 3.56 for the Air Force.

The results demonstrate an overall favorable equal opportunity climate among personnel who responded to the MEOCS. The scores also indicate the 147 Fighter Wing is doing better than other services as well as the Air Force. It would be nice to have all "fives" pointing to the obvious: we can do better. Our goal is to take these results and push for higher scores demonstrating that the 147 Fighter Wing treats personnel professionally, with respect, and dignity.

Family Day Announcements

MEMORANDUM FOR 147th FIGHTER WING MEMBERS and FAMILIES

FROM: 147 FW/CC
14657 Sneider Street
Houston, TX 77034-5586

SUBJECT: Family Day Picnic

1. It is my pleasure to welcome you to the Wing's 2002 Family Day at Stevenson Park. Today is our unique way of recognizing and thanking our families who have been, and always will be, our strongest supporters. Since the events that started in September 2001, we have even more reasons to appreciate our families, acknowledging their continuing support and sacrifices as our members have been activated, deployed, mobilized, and reassigned to different areas.
2. Stevenson Park was selected for Family Day because of its beauty and conveniences. Many special activities have been planned especially for you, your family and friends. I hope you will participate in as many of these activities as possible. Included with this program is a detailed schedule of events for the games and activities to assist you in planning your day.
3. Mikeska's Bar-B-Que and Catering Restaurant has prepared our Family Day dinner. By having it catered, our members do not have to take time away from their families to cook and serve. The dinner will be an unhurried affair under the pavilion so you can enjoy eating, relaxing in the shade where it should be a little cooler, and visiting with other members and their families.
4. I sincerely wish you and your family a wonderful day, and please know that we truly do appreciate you and your support.

STEVEN N. JONES, Col, TXANG
Commander

Schedule of Events

- 1200-1300 Flyers handed out at park entrance
- 1200-1700 DJ "Stevie T" from KCOH Radio, 1430 AM
- 1230 Prayer
- 1230-1400 BBQ Lunch - Mikeska's
- 1230-1730 Dunking Booth
- 1400-1415 Sep 11th Annv Dedication Ceremony
- 1415-1700 Kid's Games
- 1415-1700 Sporting Events

Position Announcement

OFFICER VACANCY ANNOUNCEMENT FOR APPOINTMENT/INITIAL APPOINTMENT TO THE TEXAS AIR NATIONAL GUARD

POSITION: Personnel (MEO) **ANNOUNCEMENT:** 136 AW/02-11
LOCATION: Carswell Field, Fort Worth, TX **ISSUE DATE:** 2 August 2002
GRADE: 2LT - MAJ **AFSC:** 36PX **CLOSING DATE:** 23 September 02

****SEE REVERSE FOR SUMMARY OF MINIMUM POSITION QUALIFICATIONS****

HOW TO APPLY: USAF, AF Reserves or ANG commissioned officers will submit a completed AF 1288 (Application for Reserve Assignment), copies of the last 3 OPRs, resume, records review rip, and Letter of Introduction (should include current height and weight measurements). Letters of recommendation may also be included. The AF 1288 and records review rip can be obtained from your servicing MPF.

All other applicants will submit a completed AF Form 24 (Application for Appointment), AFOQT scores, certified college transcripts, personal resume and a cover letter. AF Form 24 and resume will be detailed chronologically of civilian and military experience with special emphasis on areas of experience and education related to position for which you are applying.

PERSONAL INTERVIEWS: Applicants must be available for interview. Applications will be reviewed and qualified applicants will be notified to meet the Selection Panel. Applicants will be notified by phone or mail of interview time and place. Payment for travel is **NOT AUTHORIZED**.

REASONABLE COMMUTING DISTANCE: Vacancies will normally be filled from personnel who are within or are willing to move within reasonable commuting distance of the military unit (not to exceed 50 miles).

NOTE: The Adjutant General will not look favorably upon personnel who apply and are selected for a position in one geographical area and subsequently request to be transferred to another area because of the commuting distance involved. All applicants will receive consideration for this position without regard to race, religion, color, national origin, sex, political affiliation, kinship, and other non-merit factors.

SPECIALTY SUMMARY: This vacancy is within the Military Equal Opportunity Office and requires a Personnel AFSC. Performs and knowledgeable of personnel programs, including procurement, professional development, classification, assignments, promotions, separations, and personal affairs. Advises and assists commanders and supervisors in administering social actions activities, including equal opportunity, drug and alcohol abuse control, and education in human relations programs. Understands the installation commander and MEO program responsibilities. Knowledgeable of MEO Formal/Informal Complaints process and other associated duties within the MEO office. Develops, conducts, and evaluates education and training programs, including curriculum planning; evaluation and analysis of curriculum materials, training methodology, and instructional systems; and instructing students on technical or academic subjects. Conducts management training and education programs.

DUTIES AND RESPONSIBILITIES:

Formulates programs, plans, and policies for the Wing concerning MEO policies and procedures. Coordinates programs with appropriate functional areas. Monitors and directs activities.

SPECIALTY QUALIFICATIONS: Knowledge is mandatory of: Air Force classification structure and procedures; test administration and interpretation; personnel procurement, assignment, promotion, and separation policies and procedures, war planning, and mobilization procedures; principles, policies, and procedures of Air Force social actions programs; directives and procedures of other government and civilian agencies that administer and provide services to prevent and eliminate social problems; social actions education and instructional programs; interviewing and guidance techniques; and preparation and maintenance of personnel interview or referral case files; instructional systems development, audiovisual presentation, curriculum planning, Air Force education and training programs, and educational administration, including tests, and measurements; and the Uniform Code of Military Justice.

Education. For entry into this specialty, undergraduate academic specialization in business administration or management, sociology, psychology, public administration, human resource management, or education is desirable.

Training. For award of AFSC 36P3, completion of the basic personnel officer course is mandatory.

Experience. For award of AFSC 36P3, a minimum of 18 months of experience is mandatory.

All questions regarding this announcement should be directed to TSG Denys Bunn at (817) 852-3237 or DSN 874-3237. **SUBMIT APPLICATIONS TO:**

136 MSF/DPMPE
 200 Hensley Ave
 Carswell Field, Fort Worth TX 76127-1672

Safety Minute

By MSgt Bob Gearhart,
147th EOD

Preventing a terrorist incident on Ellington Field

As the attacks of 9-11 fade into history, and the Anthrax attacks become a distant memory, it is important to remember that the threat of a terrorist attack still remains a very real possibility at Ellington Field. Recognizing, protecting against, and reacting to the threat are still key elements for the base to continue to provide protection for our nation.

Terrorism isn't just people of Middle Eastern decent attacking us with "suicide bombers" or truck bombs. Timothy McVeigh was the icon of the best of Middle America. Smart, a decorated war veteran, and by all accounts, very likable. Separatist groups are still alive and well in our nation, domestic terrorism is still exists. Environmental terrorism is on the rise, as are bombing incidents in the US. In short, the terrorist attack on Ellington may not come from "Mohammad" but from another "Tim" or even "Mary".

Houston and Ellington Field make lucrative targets. Houston is the 4th largest city in the US, is home to the largest medical center in the world, has the largest port in regards to international tonnage as well as second in total tonnage, and is the largest petrochemical manufacturing facility in the world. This makes Houston a tempting target, and Ellington Field, as both Protector of the Gulf Coast, and former unit of the Commander in Chief an excellent target of opportunity.

Security for our base does not rest entirely in the hands of the Security Forces. Maintaining vigilance is the job of everyone on base. As I have said during EOR classes, if they can't get into my building, then they will go next door. If they can't get in there, then they go down the street. If the terrorist can't access anything on base because of our vigilance, then they must find another target. By making Ellington Field a "hard" target, the would be terrorist must resort to a "softer" target, thus, sparing us the attack. If I park my shiny new Corvette next to Col. Jones, and then leave mine unlocked with the keys in it, Col. Jones isn't going to be the one to lose his car. It is important to recognize the threat to your individual work area. Check the outside of your building for suspicious packages or vehicles, especially near key facilities, check bushes and shrubbery.

Be alert for items under vehicles. In our work area, insure that you know who is there, and why they are there. Make sure that there are no unattended packages or items in our work areas or public areas.

While there are some areas on base (recruiting for example) where we can not keep everyone out, the simple courtesy of asking what we can do to help may clue us in as to the intentions of the visitor.

We also need to be alert to packages received in the mail. The 147th COMM mailroom does an excellent job of screening packages and mail, but there is the chance that something might slip through. Be suspicious of any mail that comes from a foreign country if unexpected, has no postage or excessive postage, or restrictive markings (personal, to be opened only by commander). Be suspicious if the address is badly typed or written, misspelled, has a title with no name, or perhaps the wrong title with a name. Be wary if there is no return address, it has a strange odor (dynamite doesn't smell like cookies!) is lopsided, bulky, rigid, has oily stains on the wrapper, and especially if it has protruding wires. If you think it might be a bomb, then it is a bomb. Don't play games, or be the hero/heroine.

If in doubt, call 911 from any base phone. If using a cell phone, call 281-929-2337. 2337 is the base Fire Department, and the starting point of all calls that cannot be placed via 911. Be prepared to provide information to include, who, what, where, when, why and how. The decision to evacuate is made by the command, but the starting point is 500 feet for small brief case sized items, and 1000 feet or greater for larger items. If the package contains a powder or liquid, the person handling it should be isolated to prevent the possible spread of contamination. Remember- get out means everyone. If the building was on fire, we wouldn't leave someone in the office to type, and we shouldn't let him or her stay for a bomb. Vigilance, recognition, and reaction are the keys to surviving any attack on our base. By being alert, we can continue to provide the service that our base exists for, mainly, defense of our country. Going home at the end of the day is what it is all about, and each of us are the ones that are critical to that task. Any questions about bombs can be answered by the 147th EOD at ext. 2356 or 2357.

Texas Military History on Museum Website

By Master Sgt. Greg Ripps
Texas National Guard Public Affairs

AUSTIN, Texas (May 3, 2002) - Texas National Guard recruits return to their units from basic training and technical schools with knowledge of Army or Air Force history, but they may not know anything about their state's military history.

This is the situation that prompted the creation and continuing development of the Texas Military Forces Museum Web Site. This site, which supports the preservation mission of the Texas Military Forces Museum located on Camp Mabry, Austin, Texas, covers the history of the state militia beginning in 1835 with the Texas War for Independence.

Putting that history on the Web site is the ongoing task of Gary Butler, who has worked on it since before he retired as a master sergeant from the 149th Fighter Wing seven years ago. Like the docents at the museum, Butler volunteers his time, but unlike the other volunteers, he works at his home in San Antonio. He fills days scanning documents and photographs, proof reading and designing the Web pages.

"I don't write the history myself," Butler notes. "I rely on other people for the content. I try to make it attractive and accessible.

Butler acknowledges there are many gaps in the history of the Texas militia and that there is much more information available on some organizations than on others.

"A lot has been written about the Texas Army Guard, particularly the 36th Infantry Division," Butler said. "I could spend a year and a half just on the 36th Infantry stuff people have given me. At least 50,000 soldiers rotated through the division during the World War II European Theater of Operations."

Having worn the blue uniform, Butler wants to ensure more treatment of the comparatively smaller and newer Texas Air Guard, which lacks a complete narrative history. He recently completed two new Web pages for the site --- one for the Air National Guard Jet Instrument School (www.kwanah.com/txmilmus/airguard/jis.htm) and another for the Texas Air National Guard Hall of Honor (www.kwanah.com/txmilmus/airguard/jis.htm).

"We at least have a glimpse of Texas Air National Guard personnel who obtained some widely understood stature, influence and respect," Butler said about the Hall of Honor Web page.

"But the challenge remains to make these individuals three-dimensional, so that our Guard personnel, their families and history students and enthusiasts truly understand why they deserve to be in a hall of honor. That can only be accomplished should folks who served with or otherwise knew these individuals provide us with material I can edit into the core presentation. I'd love to have it."

That can be said as well about many6 other subjects on the Web site, which Butler said is dedicated to all facets of the history of the Texas Organized Militia.

"We need non-copyrighted articles and photos and other illustrations," Butler continued. "If an individual can't or doesn't want to publish them another way, I can 'publish' them on line."

People interested in Texas military history can also use the Web site's message board (www.pub6.ezboard.com/btexasmilitaryforcesmuseum), another recent addition, to initiate and carry on discussions - so long as they are civil.

Butler related that he receives inquiries related to the Web site every week - from everywhere. "Most inquiries are from people asking about family members," he said. "I hope under-represented groups will use the message boards equally well."

The Web site address for the Texas Military Forces Museum is: www.kwanah.com/txmilmus. The Texas Military Forces Museum has final authority over the Web site's content.

"Just as the real museum needs volunteers, so does the virtual museum," Butler said. "Especially needed are proofreaders, illustrators, graduate students and Texas or Southwest military historians.

"We would love to have people who have the time and resources to volunteer their time in project-specific research. Persons with Internet-specific publishing or programming skills are urged to volunteer," Butler added. "We encourage any Texas State or National Guard member with a camera, a personal or family photo album, and a desire to preserve our militia history to contribute."

UTA Schedule of Events

UTA Schedule of Events

Sat, 7 Sep 02

<u>Time</u>	<u>Event/Activity</u>	<u>Location</u>	<u>OPR/Phone</u>
0600-0700	Breakfast	Dining Hall	Malone/2410
0700-0800			
0800-0900	Newcomer Briefing	Bldg 1057, Testing Room	Lockamy/2279
0900-1000	Installation Security Council	Bldg 1057, WCR	White/2820
1000-1100	Long Range Plan Meeting	Bldg 1057, WCR	Schmidt/2327
1100-1200			
1200-1600	Family Picnic	Stevenson Park	Cornitius/2578

Sun, 8 Sep 02

<u>Time</u>	<u>Event/Activity</u>	<u>Location</u>	<u>OPR/Phone</u>
0800-0900	SABC (Instructor Initial Equipment Management)	Bldg 1377, Clinic Bldg 1382, RM 205	Higgins/2816 LGS PE/2576
0900-1000	Promotion/Dec Ceremony	Bldg 1057, Auditorium	Anderson/2227
1000-1100	Protestant Chapel Service Substance Abuse Education	Bldg 1057, Auditorium Bldg 1382, RM 214	Miller/2536 Blackburn/2611
1030-1100	Catholic Chapel Service	Bldg 1057, WCR	Miller/2536
1100-1200			
1200-1300			
1300-1600			

THE AFTERBURNER

147th Fighter Wing
Ellington Field
14657 Sneider St.
Houston, TX 77034-5586

To the family of:

MISSION

The mission of the 147 Figher Wing is:

- *Guarding America's Skies, around the clock.*
- *Training to mobilize, fight and win.*
- *Actively supporting our local Community.*



VISION

*Texas Guardsmen
Building America's finest
Militia*

*Ready
Effective
Affordable.*

Values

- *Trust*
- *Discipline*
- *Planning*
- *Teamwork*